



U.S. Department of Justice

Office of Justice Programs

Office for Civil Rights

Washington, D.C. 20531

August 9, 2013

Kathy Vestal
Human Resources Specialist V
Kansas City, MO Police Department
Benefits Section
KCPD Headquarters Annex
1125 Locust Street
Kansas City, Missouri 64106

Re: EEOP for Kansas City Missouri Police Department

Dear Ms. Vestal,

The Office for Civil Rights, Office of Justice Programs, has reviewed and approved the EEOP Short Form that you submitted in accordance with the provisions of your current grant awards. The plan that you submitted conforms to the online Seven-Step Guide to the Design and Development of an Equal Employment Opportunity Plan, which provides the essential information that the Department of Justice requires for our initial screening of your EEOP. The Department of Justice regulations for developing a comprehensive EEOP may be found at 28 CFR § 42.301 *et seq.* Your approved plan is effective for two years from the date of this letter, and satisfies the EEOP requirement for any subsequent grant awards received during the two-year period.

If you have any questions regarding this matter, please contact the Office for Civil Rights at (202) 307-0690.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael L. Alston".

Michael L. Alston, Director
Office for Civil Rights

EEOP Short Form



Thu Apr 11 11:38:39 EDT 2013

Step 1: Introductory Information

Grant Title:	Recovery STOP Violence Against Women Act	Grant Number:	2009-VAWA-04R-NW
Grantee Name:	Kansas City, MO Police Department - Board of Police Commissioners	Award Amount:	\$16,500.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Jenny Emery	Telephone #:	816-234-5029
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
State Granting Agency:	Missouri Department of Public Safety	Grant Number:	2009-VAWA-04R-NW
Contact Name:	Marc Peoples		
Contact Address:	P.O. Box 749 Jefferson City, Missouri 65102		
Telephone #:	573-526-9945		

Grant Title:	STOP Violence Against Women (VOCA)	Grant Number:	2009-VAWA-04R-NW
Grantee Name:	Kansas City, MO Police Department - Board of Police Commissioners	Award Amount:	\$16,500.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Jenny Emery	Telephone #:	816-234-5029
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
State Granting Agency:	Missouri Department of Public Safety	Grant Number:	2009-VAWA-04R-NW
Contact Name:	Marc Peoples		
Contact Address:	P.O. Box 749 Jefferson City, Missouri		

65102

Telephone #: 573-526-9945

Grant Title:	Prevention & Prosecution of Sexual Assault	Grant Number:	2010-VAWA-088-NW
Grantee Name:	Kansas City, MO Police Department - Board of Police Commissioners	Award Amount:	\$191,280.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Jenny Emery	Telephone #:	816-234-5029
Contact Address:	1126 Locust St. Kansas City, Missouri 64106		
State Granting Agency:	Missouri Department of Public Safety	Grant Number:	2010-VAWA-088-NW
Contact Name:	Marc Peoples		
Contact Address:	P.O. Box 749 Jefferson City, Missouri 65102		
Telephone #:	573-526-9945		

Grant Title:	Motor Carrier Safety Assistance Program	Grant Number:	12-CMV-MC-002
Grantee Name:	Kansas City, MO Police Department - Board of Police Commissioners	Award Amount:	\$649,977.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Melissa McLaughlin	Telephone #:	816-234-5357
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
State Granting Agency:	Missouri Department of Highway Safety	Grant Number:	12-CMV-MC-002

Contact Name: Christa Luebbering
Contact Address: 1320 Creek Trail Drive
Jefferson City, Missouri
65102
Telephone #: 573-751-5407

Grant Title:	Police Traffic Services Youth Alcohol	Grant Number:	13-K8-03-003
Grantee Name:	Kansas City, MO Police Department - Board of Police Commissioners	Award Amount:	\$33,600.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Shaun Cauthon	Telephone #:	816-234-5345
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
State Granting Agency:	Missouri Department of Highway Safety	Grant Number:	13-K8-03-003
Contact Name:	Christopher Luebbert		
Contact Address:	2211 St. Mary's Blvd. Jefferson City, Missouri 65102		
Telephone #:	573-751-5408		

Grant Title:	Police Traffic Services Occupant Protection	Grant Number:	13-OP-05-002
Grantee Name:	Kansas City, MO Police Department - Board of Police Commissioners	Award Amount:	\$50,000.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Shaun Cauthon	Telephone #:	816-234-5345
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		

State Granting Agency:	Missouri Department of Highway Safety	Grant Number:	13-OP-05-002
Contact Name:	Christopher Luebbert		
Contact Address:	2211 St. Mary's Blvd. Jefferson City, Missouri 65102		
Telephone #:	573-751-5408		

Grant Title:	Police Traffic Services - DUI Multiple Offender	Grant Number:	13-K8-03-004
Grantee Name:	Kansas City, MO Police Department - Board of Police Commissioners	Award Amount:	\$146,000.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Shaun Cauthon	Telephone #:	816-234-5345
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		

State Granting Agency:	Missouri Department of Highway Safety	Grant Number:	13-K8-03-004
Contact Name:	Christopher Luebbert		
Contact Address:	2211 St. Mary's Blvd. Jefferson City, Missouri 65102		
Telephone #:	573-751-5408		

Grant Title:	Police Traffic Services - Advanced Crash Reconstruction	Grant Number:	13-PT-02-127
Grantee Name:	Kansas City, MO Police Department - Board of Police Commissioners	Award Amount:	\$15,740.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Shaun Cauthon	Telephone #:	816-234-5345

Contact Address: 1125 Locust St.
Kansas City, Missouri
64106

State Granting Agency: Missouri Department of Highway Safety
Grant Number: 13-PT-02-127

Contact Name: Christopher Luebbert

Contact Address: 2211 St. Mary's Blvd.
Jefferson City, Missouri
65102

Telephone #: 573-751-5408

Grant Title: Police Traffic Services - Sobriety Checkpoint
Grant Number: 13-K8-03-002

Grantee Name: Kansas City, MO Police Department - Board of Police Commissioners
Award Amount: \$159,075.00

Grantee Type: Local Government Agency

Address: 1125 Locust St.
Kansas City, Missouri
64106

Contact Person: Shaun Cauthon
Telephone #: 816-234-5345

Contact Address: 1125 Locust St.
Kansas City, Missouri
64106

State Granting Agency: Missouri Department of Highway Safety
Grant Number: 13-K8-03-002

Contact Name: Christopher Luebbert

Contact Address: 2211 St. Mary's Blvd.
Jefferson City, Missouri
65102

Telephone #: 573-751-5408

Grant Title: Police Traffic Services - Hazardous Moving
Grant Number: 13-PT-02-013

Grantee Name: Kansas City, MO Police Department - Board of Police Commissioners
Award Amount: \$210,000.00

Grantee Type: Local Government Agency

Address: 1125 Locust St.
Kansas City, Missouri

64106

Contact Person: Shaun Cauthon **Telephone #:** 816-234-5345
Contact Address: 1125 Locust St.
Kansas City, Missouri
64106
State Granting Agency: Missouri Department of Highway Safety **Grant Number:** 13-PT-02-013
Contact Name: Christopher Luebbert
Contact Address: 2211 St. Mary's Blvd.
Jefferson City, Missouri
65102
Telephone #: 573-751-5408

Grant Title: Community Arrest Program **Grant Number:** 2006-WE-AX-0039
Grantee Name: Kansas City, MO Police Department - Board of Police Commissioners **Award Amount:** \$572,247.00
Grantee Type: Local Government Agency
Address: 1125 Locust St.
Kansas City, Missouri
64106
Contact Person: Melissa McLaughlin **Telephone #:** 816-234-5357
Contact Address: 1125 Locust St.
Kansas City, Missouri
64106
State Granting Agency: Rose Brooks Center **Grant Number:** 2006-WE-AX-0039
Contact Name: Chris Potthast
Contact Address: P.O. Box 320599
Kansas City, Missouri
64132-0599
Telephone #: 816-523-5550

Grant Title: Coverdell Forensic Science Improvement - PCNFS **Grant Number:** 2011-CD-BX-0037
Grantee Name: Kansas City, MO Police Department - Board of Police Commissioners **Award Amount:** \$158,145.00
Grantee Type: Local Government Agency

Address: 1125 Locust St.
Kansas City, Missouri
64106

Contact Person: Melissa McLaughlin **Telephone #:** 816-234-5357

Contact Address: 1125 Locust St.
Kansas City, Missouri
64106

DOJ Grant Manager: Alan Spainbauer **DOJ Telephone #:** 202-305-2436

Grant Title: COPS Hiring Recovery Program **Grant Number:** 2011ULWX0020

Grantee Name: Kansas City, MO Police **Award Amount:** \$1,683,950.00
Department - Board of Police
Commissioners

Grantee Type: Local Government Agency

Address: 1125 Locust St.
Kansas City, Missouri
64106

Contact Person: Shaun Cauthon **Telephone #:** 816-234-5345

Contact Address: 1125 Locust St.
Kansas City, Missouri
64106

DOJ Grant Manager: Jene' Williams **DOJ Telephone #:** 202-616-9900

Grant Title: COPS Hiring Program **Grant Number:** 2008YKWX0001

Grantee Name: Kansas City, MO Police **Award Amount:** \$750,000.00
Department - Board of Police
Commissioners

Grantee Type: Local Government Agency

Address: 1125 Locust St.
Kansas City, Missouri
64106

Contact Person: Shaun Cauthon **Telephone #:** 816-234-5345

Contact Address: 1125 Locust St.
Kansas City, Missouri
64106

DOJ Grant Manager: Jene' Williams **DOJ Telephone #:** 202-616-9900

Grant Title: COPS Hiring Recovery Program **Grant Number:** 2009RJWX0056

Grantee Name:	Kansas City, MO Police Department - Board of Police Commissioners	Award Amount:	\$8,366,750.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Shaun Cauthon	Telephone #:	816-234-5345
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Jene' Williams	DOJ Telephone #:	202-616-9900

Grant Title:	COPS Hiring Recovery Program	Grant Number:	2012ULWX0017
Grantee Name:	Kansas City, MO Police Department - Board of Police Commissioners	Award Amount:	\$1,250,000.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Shaun Cauthon	Telephone #:	816-234-5345
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Jene' Williams	DOJ Telephone #:	202-616-9900

Grant Title:	HIDTA KC Metropolitan Enforcement Task Force	Grant Number:	G12MW0005A
Grantee Name:	Kansas City, MO Police Department - Board of Police Commissioners	Award Amount:	\$730,122.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Melissa McLaughlin	Telephone #:	816-234-5357
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		

State Granting Agency:	Midwest HIDTA	Grant Number:	G12MW0005A
Contact Name:	Nancy Lauer		
Contact Address:	10220 NW Ambassador Dr. Kansas City, Missouri 64153		
Telephone #:	816-891-5226		

Grant Title:	Forensic DNA Backlog Reduction Program	Grant Number:	2012-DN-BX-0013
Grantee Name:	Kansas City, MO Police Department -	Award Amount:	\$394,912.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Melissa McLaughlin	Telephone #:	816-234-5357
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Minh Nguyen	DOJ Telephone #:	202-305-2664

Grant Title:	HIDTA Forensic Lab	Grant Number:	G11MW0005A
Grantee Name:	Kansas City, MO Police Department - Board of Police Commissioners	Award Amount:	\$133,677.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Melissa McLaughlin	Telephone #:	816-234-5357
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		

State Granting Agency:	Midwest HIDTA	Grant Number:	G11MW0005A
Contact Name:	Nancy Lauer		
Contact Address:	10220 NW Ambassador Dr. Kansas City, Missouri		

64153

Telephone #: 816-891-5226

Grant Title:	HIDTA Gang Squad	Grant Number:	G12MW0005A
Grantee Name:	Kansas City, MO Police Department - Board of Police Commissioners	Award Amount:	\$176,256.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Melissa McLaughlin	Telephone #:	816-234-5357
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
State Granting Agency:	Midwest HIDTA	Grant Number:	G12MW0005A
Contact Name:	Nancy Lauer		
Contact Address:	10220 NW Ambassador Dr. Kansas City, Missouri 64153		
Telephone #:	816-891-5226		

Grant Title:	Bullet Proof Vest	Grant Number:	2012
Grantee Name:	Kansas City, MO Police Department - Board of Police Commissioners	Award Amount:	\$5,461.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Melissa McLaughlin	Telephone #:	816-234-5357
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	BPV Help Desk	DOJ Telephone #:	877-758-3787

Grant Title:	Solving Cold Cases with DNA	Grant Number:	2011-DN-BX-K526
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Grantee Name:	Kansas City, MO Police Department - Board of Police Commissioners	Award Amount:	\$452,293.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Jenny Emery	Telephone #:	816-234-5029
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Charles Heurich	DOJ Telephone #:	202-616-9264

Grant Title:	HIDTA Analyst	Grant Number:	G12MW0005A
Grantee Name:	Kansas City, MO Police Department - Board of Police Commissioners	Award Amount:	\$308,855.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Melissa McLaughlin	Telephone #:	816-234-5357
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
State Granting Agency:	Kansas Bureau Of Investigations	Grant Number:	G12MW0005A
Contact Name:	Neet O'Connor		
Contact Address:	1620 SW Tyler Topeka, Kansas 66612		
Telephone #:	785-296-6782		

Grant Title:	Kansas City Multi-Jurisdictional Task Force	Grant Number:	2010-JAG-033
Grantee Name:	Kansas City, MO Police Department - Board of Police Commissioners	Award Amount:	\$474,074.00
Grantee Type:	Local Government Agency		

Address: 1125 Locust St.
Kansas City, Missouri
64106

Contact Person: Shaun Cauthon

Telephone #: 816-234-5345

Contact Address: 1125 Locust St.
Kansas City, Missouri
64106

State Granting Agency: Missouri Department of Public Safety

Grant Number: 2010-JAG-033

Contact Name: Heather Haslag

Contact Address: 301 W. High St., Room 870
Jefferson City, Missouri
65102

Telephone #: 573-751-1318

Grant Title: Kansas City Multi-Jurisdictional Task Force

Grant Number: 2009-JAG-RA-097

Grantee Name: Kansas City, MO Police Department

Award Amount: \$73,460.00

Grantee Type: Local Government Agency

Address: 1125 Locust St.
Kansas City, Missouri
64106

Contact Person: Shaun Cauthon

Telephone #: 816-234-5345

Contact Address: 1125 Locust St.
Kansas City, Missouri
64106

State Granting Agency: Missouri Department of Public Safety

Grant Number: 2009-JAG-RA-097

Contact Name: Heather Haslag

Contact Address: 301 W. High St., Room 870
Jefferson City, Missouri
65102

Telephone #: 573-751-1318

Grant Title: Buffer Zone Protection Program

Grant Number: 2010-BF-TO-0032

Grantee Name: Kansas City, MO Police Department - Board of Police Commissioners

Award Amount: \$285,000.00

Grantee Type: Local Government Agency

Address: 1125 Locust St.
Kansas City, Missouri
64106

Contact Person: Melissa McLaughlin

Telephone #: 816-234-5357

Contact Address: 1125 Locust St.
Kansas City, Missouri
64106

State Granting Agency: Missouri Department of Homeland Security

Grant Number: 2010-BF-TO-0032

Contact Name: Brett Hendrix

Contact Address: P.O. Box 116
Jefferson City, Missouri
65102

Telephone #: 573-526-9188

Policy Statement:

The department does not condone or tolerate any conduct or practice by its members, which may be construed as discrimination and/or harassment because of age, sex, race, color, religion, disabilities, or national origin. Additionally, the department will not tolerate any form of retaliation against a department member who reports discrimination and/or harassment or who participates in an investigation.

Step 4b: Narrative Underutilization Analysis

The Kansas City, Missouri Police Department is reporting separately from the City of Kansas City, Missouri. A comparison of the Kansas City, Missouri Police Department's sworn and non-sworn workforce statistics to the Jackson County community labor statistics indicates the department's highest under-utilization overall is females in the Protective Services: Sworn category and males in the Administrative Support category. The department will continue to review all race and ethnic categories to look for ways to increase representation of the under-utilized groups in each of the occupational categories.

Protective Services:

Officials – are the ranks of Sergeant, Captain, Major, Lieutenant Colonel and Chief (any law enforcement member with supervisory responsibilities). Black males are under-utilized in this category by 13% and Black females are under-utilized by 5%. No change since the previous reporting period.

Patrol Officers – are Probationary Police Officers, Police Officers, Detectives, Master Patrol Officers and Master Detectives (sworn law enforcement members with no supervisory responsibilities). There is under-utilization in the following categories: Black males by 3% and Asian females by 1% (these categories remained the same from the previous reporting period). White females are under-utilized by 17% (an increase from 16% in the previous reporting period); Hispanic females by 2% (an improvement from 3% in the previous reporting period); and Black females by 10% (an improvement from 11% in the previous reporting period).

Non-Sworn – are Detention Facility Officers, Detention Ledger Officers, Call Takers, Dispatchers, and Security Guards. Black males are under-utilized by 8%; this is a decrease of 2% from the previous reporting period.

Administrative Support – White males are under-utilized by 17% and White females by 11%. There is a decrease in under-utilization of White females from the previous reporting period of 1%.

Steps 5 & 6: Objectives and Steps

1. The Kansas City, Missouri Police Department will pursue a comprehensive plan to recruit, train and promote the most qualified individuals and guarantee equal opportunity to all members for transfers and/or promotion. Each commander and supervisor has the responsibility to strive to meet these goals and to ensure equal opportunity for all members.

- a. Recruiters will recruit those who may not have previously considered a career in law enforcement by attending job fairs, high schools, college job fairs, community events and through neighborhood coalition groups.
- b. Emphasize the lateral transfer program that permits police officers from other law enforcement agencies to be hired near their current salary.
- c. Offer testing for police officer candidates periodically throughout the year. Broadcast testing dates via radio, television and social media.

2. Due to the highest under-utilization of females and under-utilization of minorities in other categories, the Department's goal, through our comprehensive recruitment plan, is to maintain the highest number of qualified individuals for each position.

- a. Update video, printed publications, and website focusing on employment possibilities as a way to minimize the under-utilized categories and attract new applicants.
- b. Recruiters, the Office of Diversity Affairs commander and all other police commanders, as well as the Chief of Police will remain in contact with prominent community leaders and organizations in an attempt to develop new recruitment programs in conjunction with their organizations.

3. Due to the lack of significant change in the percentage of white females in the Protective Services Sworn – Patrol Officers Category from the previous reporting period; the Department’s goal is to increase the number of female Police Officer Candidates. KCPD was under a hiring freeze for all of the 2011 calendar year and only hired 58 new Police Officer Candidates in 2012. Year-to-date in 2013; 56 new Police Officer Candidates have been hired, and in the most recent class, not reflected in this report, 20.59% were white females.

- a. Utilize female officers within our department to assist with recruitment efforts at career fairs and events marketed to potential female applicants.
- b. Publish a section on the KCPD website regarding “women in law enforcement”. Post pictures of women in various diverse positions throughout the department.

4. The Department will strive to retain the most qualified based on equitable performance applied to all members.

- a. Provide on-going training and a positive work environment to retain members rather than lose them to other employers.
- b. Human Resources will continually monitor testing processes for promotion as well as new applicants to ensure all testing processes are bias free.
- c. Continue with additional training sessions for members going through promotional processes.
- d. Continued monitoring and improvement of HR training block/Sergeant’s school for newly promoted Sergeants.
- e. Enhance professional staff development through cross-training, attendance of outside training programs and allow membership in job related professional organizations.
- f. Provide diversity training to all department members to ensure the Department’s guidelines and philosophy regarding diversity are understood and perpetuated throughout the Department. Work closely with the Chief’s Office of Diversity Affairs.

Step 7a: Internal Dissemination

1. Place an article in the Department’s Daily Informant newsletter to inform members that a copy of the EEO Short Form is available upon request in the Human Resources Division.
2. Place a link on the Department’s intranet site (employee access only) to allow members access to the report.
3. Distribute a copy of the EEOP Short Form to Bureau Commanders and Board Members.
4. Place information in the Department’s Annual Report and reiterate commitment to fair selection process hiring, promotions, and assignments.

Step 7b: External Dissemination

1. Post a link to the EEOP Short Form on the Department’s public internet site.
2. Notify applicants, vendors and contractors that “The Kansas City, Missouri Police Department is an Equal Opportunity Employer” and has developed and EEOP Short Form that is available for review upon request in the Human Resources Division.

Utilization Analysis Chart
Relevant Labor Market: Jackson County, Missouri

Job Categories	Male						Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Officials/Administrators														
Workforce #/%	6/67%	0/0%	1/11%	0/0%	0/0%	0/0%	0/0%	1/11%	0/0%	0/0%	0/0%	0/0%	0/0%	1/11%
CLS #/%	21,635/48%	625/1%	2,560/6%	100/0%	295/1%	10/0%	180/0%	14,895/33%	525/1%	3,660/8%	90/0%	115/0%	4/0%	135/0%
Utilization #/%	18%	-1%	5%	-0%	-1%	-0%	-0%	-22%	-1%	-8%	-0%	-0%	-0%	11%
Professionals														
Workforce #/%	28/39%	0/0%	1/1%	0/0%	0/0%	0/0%	2/3%	29/39%	2/3%	10/14%	1/1%	1/1%	0/0%	0/0%
CLS #/%	21,735/37%	770/1%	2,760/5%	130/0%	580/1%	4/0%	140/0%	25,945/44%	625/1%	5,195/9%	95/0%	505/1%	20/0%	155/0%
Utilization #/%	1%	-1%	-3%	-0%	-1%	-0%	2%	-5%	2%	5%	1%	0%	-0%	-0%
Technicians														
Workforce #/%	39/45%	0/0%	4/5%	0/0%	3/3%	0/0%	0/0%	29/34%	0/0%	11/13%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,390/31%	120/2%	455/6%	30/0%	45/1%	15/0%	10/0%	3,125/41%	70/1%	1,290/17%	10/0%	90/1%	0/0%	25/0%
Utilization #/%	14%	-2%	-1%	-0%	3%	-0%	-0%	-7%	-1%	-4%	-0%	-1%	0%	-0%
Protective Services: Sworn-Officials														
Workforce #/%	223/74%	9/3%	19/6%	2/1%	1/0%	1/0%	7/2%	32/11%	1/0%	5/2%	0/0%	0/0%	0/0%	2/1%
CLS #/%	3,500/62%	95/2%	1,080/19%	40/1%	4/0%	10/0%	35/1%	530/9%	15/0%	360/6%	15/0%	0/0%	0/0%	0/0%
Utilization #/%	12%	1%	-13%	-0%	0%	0%	2%	1%	0%	-5%	-0%	0%	0%	1%
Protective Services: Sworn-Patrol Officers														
Workforce #/%	707/67%	42/4%	102/10%	4/0%	7/1%	1/0%	46/4%	104/10%	6/1%	31/3%	1/0%	1/0%	0/0%	5/0%
Civilian Labor Force #/%	10,710/38%	1,350/5%	3,515/12%	85/0%	150/1%	35/0%	125/0%	7,550/26%	845/3%	3,825/13%	75/0%	185/1%	30/0%	75/0%
Utilization #/%	29%	-1%	-3%	0%	0%	-0%	4%	-17%	-2%	-10%	-0%	-1%	-0%	0%
Protective Services: Non-sworn														
Workforce #/%	36/22%	0/0%	13/8%	0/0%	2/1%	0/0%	2/1%	58/36%	6/4%	36/22%	0/0%	0/0%	0/0%	10/6%
CLS #/%	75/24%	0/0%	50/16%	0/0%	0/0%	4/1%	0/0%	115/37%	4/1%	55/18%	0/0%	0/0%	0/0%	10/3%

Job Categories	Male						Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Utilization #/%	-2%	0%	-8%	0%	1%	-1%	1%	-1%	2%	5%	0%	0%	0%	3%
Administrative Support														
Workforce #/%	13/7%	0/0%	4/2%	0/0%	0/0%	0/0%	0/0%	68/38%	7/4%	83/46%	0/0%	0/0%	0/0%	4/2%
CLS #/%	21,765/24%	1,050/1%	5,285/6%	155/0%	250/0%	25/0%	140/0%	45,100/49%	2,040/2%	14,040/15%	310/0%	580/1%	95/0%	310/0%
Utilization #/%	-17%	-1%	-4%	-0%	-0%	-0%	-0%	-11%	2%	31%	-0%	-1%	-0%	2%
Skilled Craft														
Workforce #/%	31/69%	2/4%	8/18%	0/0%	2/4%	0/0%	2/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	23,780/74%	1,830/6%	3,370/10%	240/1%	245/1%	45/0%	150/0%	1,700/5%	160/0%	485/2%	20/0%	105/0%	0/0%	10/0%
Utilization #/%	-5%	-1%	7%	-1%	4%	-0%	4%	-5%	-0%	-2%	-0%	-0%	0%	-0%
Service/Maintenance														
Workforce #/%	7/35%	0/0%	10/50%	0/0%	0/0%	0/0%	0/0%	3/15%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	32,700/37%	4,530/5%	13,575/15%	300/0%	815/1%	80/0%	475/1%	22,300/25%	2,340/3%	10,395/12%	170/0%	885/1%	45/0%	265/0%
Utilization #/%	-2%	-5%	35%	-0%	-1%	-0%	-1%	-10%	-3%	-12%	-0%	-1%	-0%	-0%

Significant Underutilization Chart

Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Protective Services: Sworn-Officials			✓							✓				
Protective Services: Sworn-Patrol Officers			✓					✓	✓	✓		✓		
Protective Services: Non-sworn			✓											
Administrative Support	✓		✓					✓						

Law Enforcement Category Rank Chart

Job Categories	Male						Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Sergeant														
Workforce #/%	173/75%	8/3%	11/5%	2/0%	1/0%	1/0%	6/3%	21/9%	1/0%	4/2%	0/0%	0/0%	0/0%	2/1%
Captain														
Workforce #/%	38/81%	1/2%	1/2%	0/0%	0/0%	0/0%	1/2%	6/13%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Major														
Workforce #/%	12/60%	0/0%	4/20%	0/0%	0/0%	0/0%	0/0%	3/15%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%
Lieutenant Colonel														
Workforce #/%	0/0%	0/0%	2/50%	0/0%	0/0%	0/0%	0/0%	2/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Chief of Police														
Workforce #/%	0/0%	0/0%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers														
Workforce #/%	707/67%	42/4%	102/10%	4/1%	7/1%	1/0%	46/4%	104/10%	6/1%	31/3%	1/0%	1/0%	0/0%	5/0%

I understand the regulatory obligation under 28 C.F.R. § 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEOP Short Form.

I have reviewed the foregoing EEOP Short Form and certify the accuracy of the reported workforce data and our organization's employment policies.

<u>D. J. G. to</u>	<u>chief of Police</u>	<u>6-27-13</u>
[signature]	[title]	[date]